

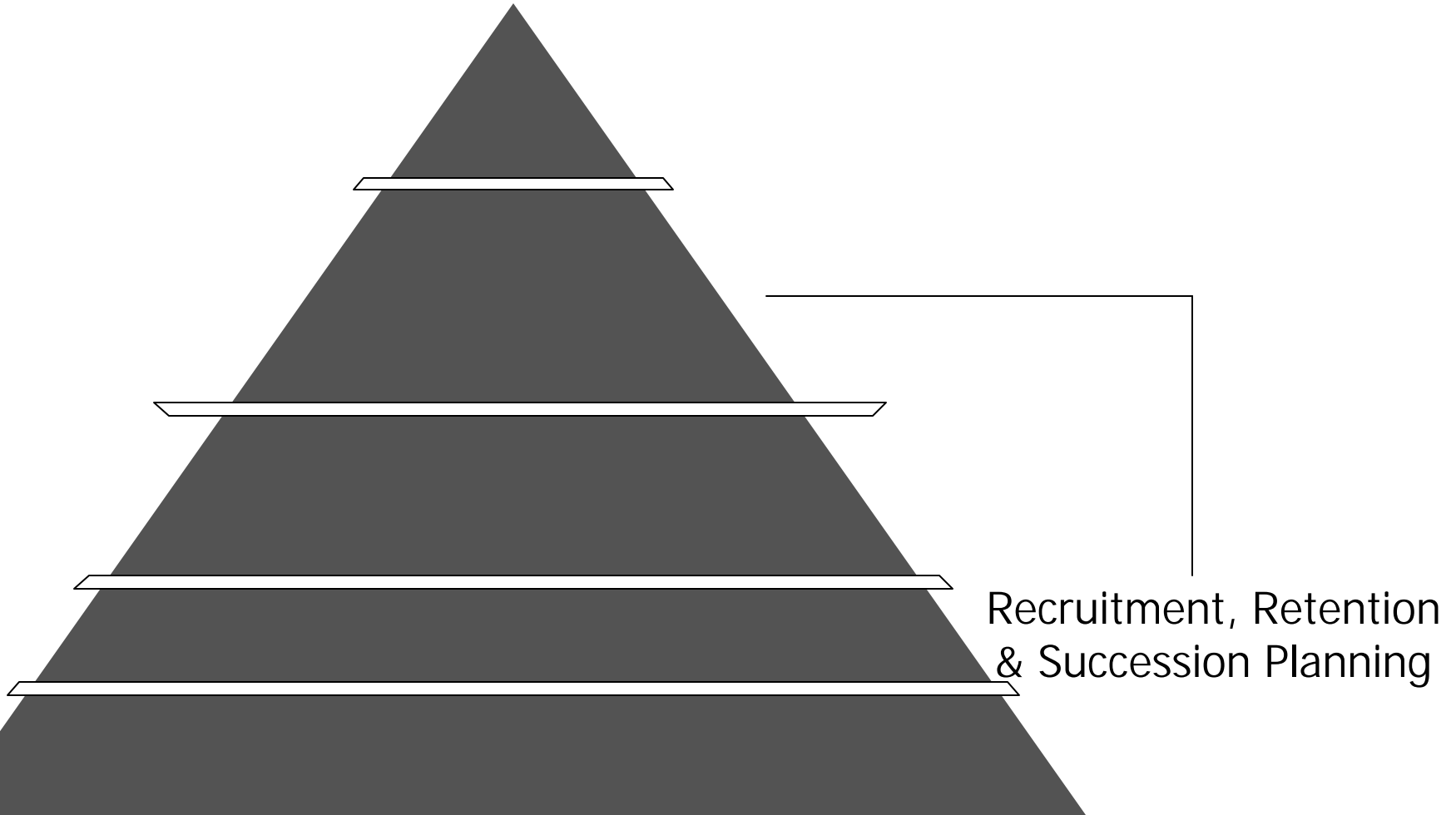
Supervisor's Toolbox: Developing Employees on a Shoestring

Projections indicate that in some agencies, 25-50% of the skilled workforce will be retirement eligible or retiring between now and 2013. As a result, the government is struggling with issues of succession planning and recruitment and retention. Unfortunately, agency training budgets are shrinking rapidly.

In this workshop, participants will:

- Identify strategies to help employees develop and stay engaged
- Develop strategies that will make training and education more effective
- Locate free and low cost training opportunities

Where are you spending your time?



How do you identify development needs?

Strategy

Information

Learning

Behavior
Change

Organizational
Performance

ID Gap

Information
Now vs. Future Need
Document research,
satisfaction

Skills & Knowledge
Now vs. Future Need
Need Assessment

Individual Performance
Now vs. Future Need
Competency Assessment

Organization Performance
Now vs. Future Need
Performance Improvement
Process & Consulting

Activities

(Training
Examples)

**Support
Structures**

Info Delivery Systems-
Just enough, just-in-time
Technology & Equipment

Funding, delivery systems

Remove barriers, reward
new behavior

Implement new policies,
support structures

**Managerial
Strategies**

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Measures

Training on a Shoestring

Contact Information

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